



# Teacher Effectiveness Measure

## Overview

*Teachers make huge contributions to our youth every day. They inspire students to learn and challenge them to do their best and to grow in knowledge. Teachers deserve the same support from MCS. Through the district's push to increase effective teaching, teachers will receive the feedback they need to develop professionally.*

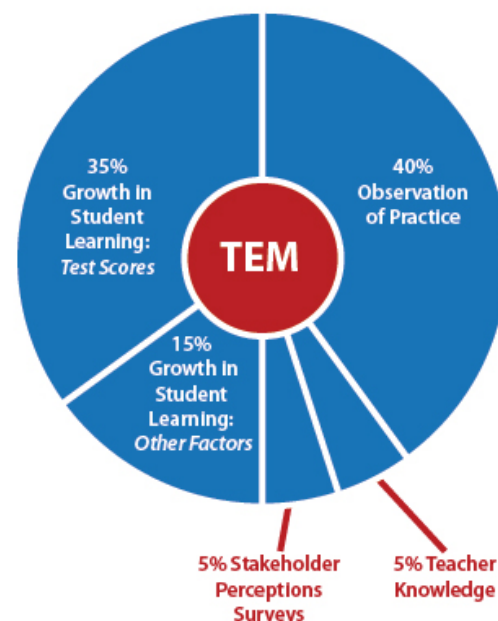
### A Clear Definition and Valid Measures of Evaluation

To increase effective teaching, we must first define it, and then identify it. Our Credo explains the qualities that make for effective teaching. And the Teacher Effectiveness Measure (TEM) makes for a fair, consistent, objective, and transparent process of evaluating teachers. It was developed by a working group largely comprised of MCS teachers, with input from their colleagues, administrators, education experts, and stakeholders.

### TEM Components

Teachers have historically been evaluated through a single measure – observation by their principal. The TEM assesses a more diverse set of criteria that considers the whole teacher, creating multiple avenues for evaluating performance and growth.

In a district-wide survey, 78 percent of MCS teachers deemed the following TEM components important:



### Growth in Student Learning

TEM measures individual student growth and improvement rather than comparing student performance to a universal standard of achievement. Initially, this evaluation measure will be based on the Tennessee Value Added Assessment System (TVAAS) data for core subjects, then augmented with data for non-core grades and subjects. Additionally, it will include student achievement data, to be selected jointly by individual teachers and their principals.

### Observation of Practice

MCS will implement more rigorous in-classroom observations to be performed by principals and peer observers who will receive training in evaluation techniques. The goal is for the rubrics used in the observations to provide objective, behavioral-based, accurate assessments of teacher performance. Tenured teachers will be observed four times each academic year for a total of 60 minutes or more. Pre-tenured teachers will be observed six times annually for a total of 90 or more minutes.

### Stakeholder Perceptions Surveys

MCS will survey students to gather insights and perceptions about the environment in which instruction is taking place. Questions will be developed around specific qualities to limit vague and subjective opinions. In the future, the district will also survey parents and teacher colleagues.

## Teacher Knowledge

MCS is field-testing knowledge measurements for determining what teachers know and understand in their particular subject areas and their pedagogy for teaching the content.

## TEM Benefits to Teachers

- **More opportunities** to directly impact their own evaluations with the inclusion of information from additional areas of consideration
- **A clear understanding** of the teaching areas in which they are making an impact on student achievement and the areas where improvement is needed
- **Immediate feedback** and more direct support from evaluators
- **Reward and recognition opportunities** tied to performance

## FAQs

### 1. Is TEM a Tennessee state requirement?

The state has a new requirement that teachers be evaluated each year. Our TEM is aligned with the state evaluation norms but considers a more expansive set of criteria developed by Memphis teachers.

### 2. How will teachers with non-TVAAS data be evaluated?

MCS understands the importance of having an effective measure for student achievement in non-tested areas and is working to finalize measurement data for this segment of teachers.

### 3. When will the TEM be implemented?

We are committed to a district-wide rollout at the beginning of the 2011-2012 school year.

### 4. Will TEM mean more teachers will lose their jobs?

TEM was created—by a group largely comprised of MCS teachers—in order to assist educators. Its purpose is not to punish those teachers who may be struggling, but rather to help them identify areas where they need improvement. And the process does not end with identification. Principals and other administrators are obliged to offer teachers concrete feedback and supports they can use to improve. With TEM, more teachers should be able to reach optimum levels of effectiveness—benefiting their own careers and benefiting their students.

### 5. Are there any aspects of TEM still under consideration?

While much of TEM has been approved and will roll out this academic year, some aspects are still being developed. MCS may change the way it measures Content Knowledge, based on the continued work of the TEM Working Group. TEM is currently equipped to measure student perception through surveys. In the future, this will expand to include parents and colleagues. Furthermore, TEM will be reviewed and refined annually to ensure it remains an innovative and evidence-based method that meets the needs of our teachers and principals.

**For More Information:** Email [TEI@mcsk12.net](mailto:TEI@mcsk12.net) or visit <http://www.mcstei.com>